GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

General Administration Department – Appointment of retired State Government employees – Guidelines for re-appointment of middle level officers on contract / outsourcing basis - Orders – Issued.

GENERAL ADMINISTRATION (POLL.C) DEPARTMENT

G.O.Rt.No.1466 Dated:22.08.2024

Read the following:

1. G.O.Ms. No.48, Finance (HR.V) Department, dt:23.04.2018.
2. G.O. Rt. No.2323, G.A. (PU.A) Department, dt:18.10.2019.
3. U.O. Note No.2460257/Poll.A/2024-2, G.A. (Poll.A) Dept. dt:20.06.2024.

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ORDER :

It has been brought to the notice of the Government that, large number of retired Government officers /staff have been appointed on contract/outsourcing basis, without following the due procedure and taking approval of competent authorities.

2. In the U.O Note 3rd read above, directions were issued to all the departments to terminate all such officers/ staff who were re-appointed with immediate effect and report compliance to the General Administration (Political) Department. Further, several Departments are submitting files /proposals requesting for continuance / re-appointment of retired Government officers/ staff citing various exigencies.

3. The procedure for fixing the pay and terms and conditions of re-employment of retired Government employees has been laid in the G.O.Ms.No.48, Finance (HR.V) Department, dt:23.04.2018. However, there is no standard procedure prescribed for appointment of retired Government employees on contract/ outsourcing basis. Therefore, Government is of the view that any re-appointment of retired government employees at the middle level, in the Departments /Organizations shall be taken up only through a transparent and accountable process duly considering the necessity and desirability of every such appointments.

4. Accordingly, Government have decided to constitute the following Screening Committees to examine all such cases:

a. For appointment of retired government officers of Deputy Secretary/ Deputy Director cadre or equivalent scale and above, the screening committee will have the following members:
   1. Chief Secretary to Government
   2. Principal Finance Secretary
   3. Spl. C.S./Principal Secretary/Secretary to the Department concerned.

P.T.O.

b. For appointment of retired government employees below the level of Deputy Secretary / Deputy Director or equivalent scale, the screening committee will have the following members:
   1. Principal Secretary to Government (Political), G.A.D.
   2. Spl. C.S./ Principal Secretary/ Secretary to the Department concerned.
   3. Secretary, Finance (HR)

5. All the Special Chief Secretaries /Principal Secretaries /Secretaries to Government are directed to submit proposals along with the details of the retired employees proposed for re-appointment on contract/ outsourcing to the above Committee for examining the necessity for re-employment in the prescribed checklist appended to this order.

6. After approval of Screening Committee, the concerned department shall take the approval of Hon'ble Chief Minister, duly following the business rules. The proposals not approved by the Screening Committee shall be summarily rejected and not to be proceed further. In exceptional cases, where the department still feels that the need for re-appointment is genuine and essential, they may process the matter in circulation through the Chief Secretary /Minister concerned /Minister for Finance and Chief Minister, as provided for in the existing Business Rules and Secretariat Instructions.

7. If the appointment is against a sanctioned – regular post, for fixation of pay and allowances orders issued in reference 1st read above shall be considered. For re-appointment against a 'sanctioned – contract/outsourcing post' and 'not-sanctioned – contract/outsourcing post', the terms and conditions of re-appointment shall be placed before the Screening Committee by the concerned administrative Department.

8. The above instructions are applicable only for the retired state government officers/employees. These instructions are not applicable for the re-appointment of retired All India Services or Central Services officers.

9. The above instructions shall be followed scrupulously, by all departments without any deviation.

10. This order issues with the concurrence of Fin. (HR.II) Dept. vide their U.O.No.2496120/HR-II/FIN01-HROMIS-C/106/2024-HR-II, dt.24.7.2024.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

NEERABH KUMAR PRASAD
CHIEF SECRETARY TO GOVERNMENT

To
All the Special Chief Secretaries / Principal Secretaries /
Secretaries to Government
All the Department of Secretariat
All the Heads of Departments
Copy to :
The P.S. to Chief Secretary to Government
The P.S. to Secretary to Government (Poll.)
All the Admin Sections in the GAD
Sf/Sc (2488533).

// FORWARDED :: BY ORDER //

SECTION OFFICER

APPENDIX TO G.O.Rt.No.1466, G.A. (Poll.C) Department, Dated:22.08.2024

	Check List	
1	Name of the Administrative Department	
2	Indicate the period for which re-appointment is proposed	
3	Name and Designation of retired Government officer /staff	
4	Date of Retirement	
5	Name of the Office worked just before retirement	
6	Name of the Office proposed for re-appointment	
7	Nature of appointment (Contract or Outsourcing)	
8	The proposed re-appointment is against sanctioned post, if so the details of the post.	
9	If there is sanctioned post, the details of availability of eligible feeder category officers/staff	
10	In case no eligible feeder category available to that post as on date, estimated date by which he/she get eligibility	
11	Cadre strength of the Office	
12	Vacant posts in the Office	
13	Number of Pensioners already re-appointed	
14	Specific Skills /Professional Experience of the proposed pensioner suggested to the post of the re-appointment	
15	Last pay drawn	
16	Remuneration proposed to be paid as per G.O.Ms.No.48, Fin. (HR-V) Dept. dated:23.04.2018	
17	Alternative to the Department, if the proposed re-appointment not accepted	
18	Indicate budget provision for payment of pay and other allowances	
19	Specific target/goal/Key performance indicators for re-employment	
20	Recommendations of the HoD	

Name of the Officer :

Designation :